

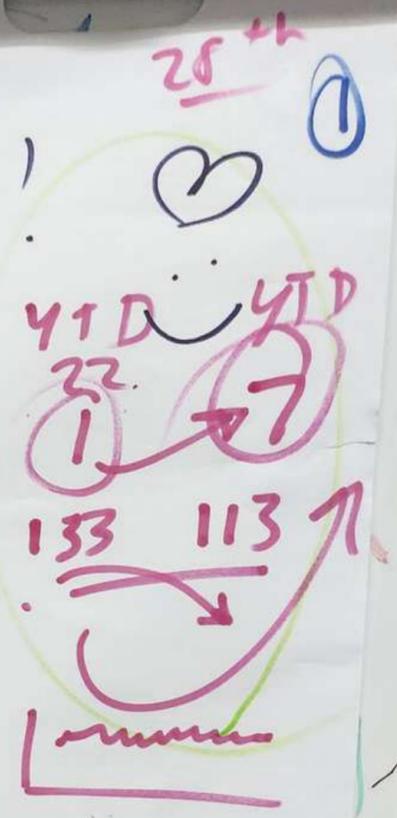
Welcome Xtreme!

✓ ^{How to} Correct Mindset
around safety & quality
to be open to safety

• Have an appetite to
grow their team!
(Develop a vision
Growth! work/Company!)

• People (Human Resources) ← Retention
? Developing quality
- Learning to work with leaders
you don't like!

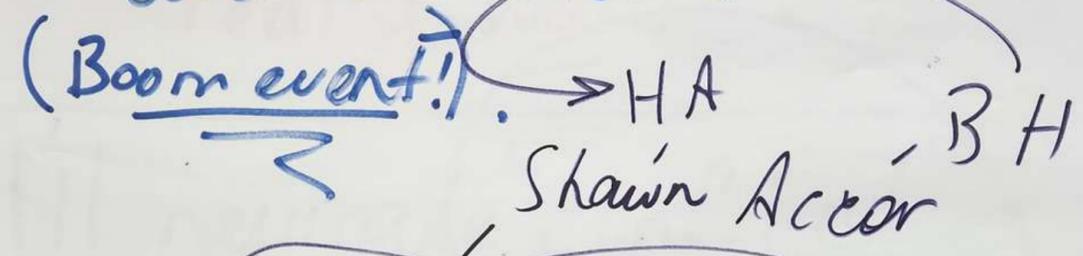
• How do we continue to
grow?



②

• How do we respect
all roles a work collaborat...ly
(Ask the crane driver)

- How do we assist &
cover all roles?



Start: Positive Share
Sets the scene

- Accountant
- Hypnotic
- Les Norton

Kxp

3

• How to structure questions
writing & talking!

• "Is that what you
really want?"

"I'll navigate conflict"

? "Pro-start" ready to
"Kill it fast"

*

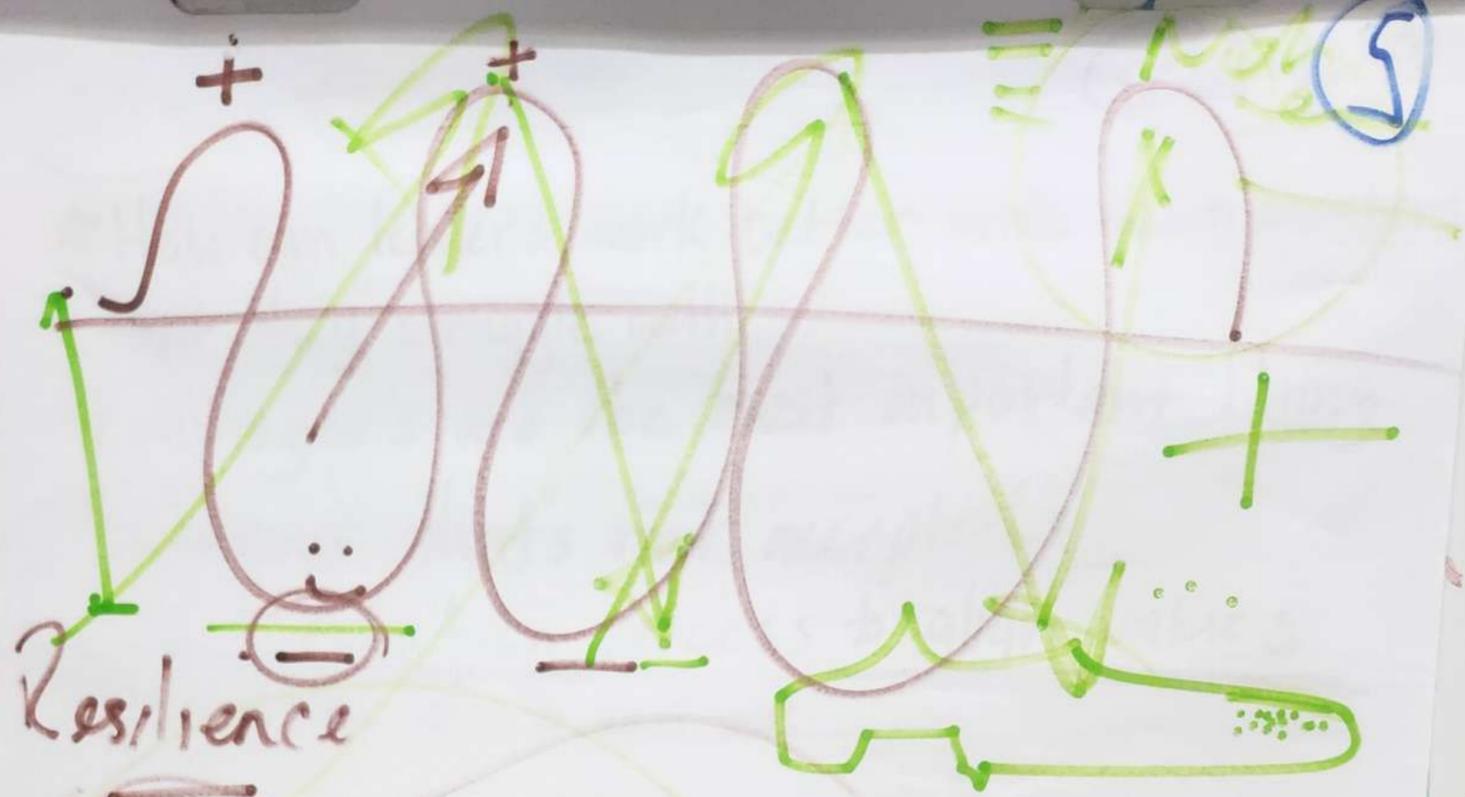
rumble

④

Why

3

- Questions give you an insight!
- Home in on an area
- Get to the root cause
- There's a reason
- No bad questions
→



Resilience

"Communicate a revolution"



Trigger warning



DAK®



- * How can leaders work better with team members that they struggle with.
- Employee's are the most important thing

→ Behaviour that's not accepted

• Add to induction process to align values

• Show me don't tell me

• Positives and negatives each person

→ Identify what do we not accept as XE

♥

⑦

* How do we get people to buy in to safety?

(Shoek)

→ Share experiences

② ask questions of 'how it would affect' them

→ provide ~~experience~~ statistics

③ Leadership / set examples

④ 'real' Goals / expectations

How To Promote a vision for GROWTH.

LEADERS IN THE BUSINESS

✓ CLEAR STRATEGY → FULL VISION.

✓ IDENTIFY OVERALL COMPANY
VISION + COMMUNICATE.

✓ COMMUNICATE OVERALL COMP VISION.
+ RELATE TO INDIV. SITE PLAN.

✓ TIME TO DEVELOPE + COMM. PLAN

✓ IDENTIFY GAP FOR
SKILLS + TRAINING
UNDERSTANDING
VALUE ALIGNING

✓ REPURPOSE OR REPLACE.

✓ GOALS + CONCERNS FOR OWN
JOB + ROLE.

Learnings

- ~~# Metrics~~ 9

• "I felt the plan"

• "I saw it"

• Input - ✓ All had the opportunity

• You can get there quicker "together"

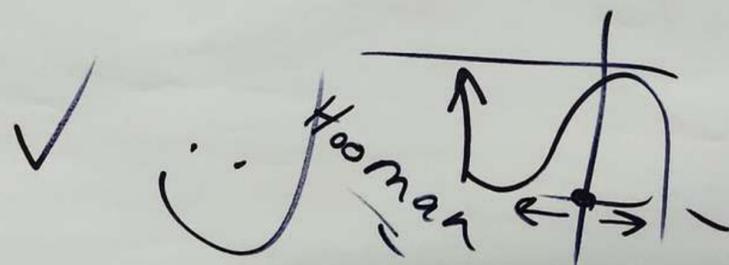
• Ownership - actions

• We feel comfortable
(a safe space) Challenge
↔
Respectfully

✓ How do we assist - cover all roles? (10)

- Fulltime role
 - Need consistency in person
- Being aware of isolation @ Genky
 - ↳ bring back to 21 Benked
 - Aware of communication within Admin
- Tea Cakes Tuesday - discussion
- Assistance in interview
- Existing Employee - utilization

12:30



How DO WE GET EVERYBODY TO UNDERSTAND & RESPECT EACH OTHERS ROLES (NO SILOS) (11)

- CHAIN OF COMMAND:- UNDERSTANDING IT.
- MAYBE DO A SMALL AMOUNT OF EACH OTHERS ROLES (WHITE BOARD - NOTES)
 - DETAILS
 - LEARNING / RESOURCES
- MEETING OF STAFF "INTERNAL" & EXPLAINING ROLES & HOW IMPORTANT THE ROLE IS TO THE OPP OF BUSSINESS
- TALKING ABOUT IMPACTS OF ROLES ON OTHERS YOUR ROLE - AFFECTS MY ROLE

* DEFINING ROLES & RESPONSIBILITIES CLEAR, UNDERSTANDING THEM.

- PRODUCT QVA/Q.C QUALITY. ORGANISATIONAL QUALITY - HOW DO DEFINE THIS
 - PROCESS
 - PROCEDURES
- EG - APUNG - WILLING TO PAY
RTAY - NOT " " " " } QUALITY PROCESS PROCEDURE FULL COMPANY.

WHAT LEVEL DO YOU NEED TO UNDERSTAND OTHER ROLES TO RESPECT ROLES.

QA/QC

How do we continue to grow our
client database...

12

• Consistency / Process

• Local - Local content

• Tools: Social media

• No State gov.

• Referrals

Outcomes.
Reg. Collaboration

% Improvement
2

• What are the pain points?
Campaign

- Carl Homan

• Sell positivity in the work place

• Promote data

• Drill down into data - do we

• Connections & networking

- Go to people we know who we are
not in competition with

• Road trip

• Target renewables

I agree, but
and

- Open to ideas!

- To the overall
resolution

"Place your escape
route!"

How to present our VISION

* (1) Review Vision *

(2) Communicate Vision - Internal / External

- Scott's vision

Run without Scott SUCCESSFULLY

Everyone take ownership of role

Whilst keeping our XE culture

Local - 7 sites / 20 personnel

hook into export - local require new systems / processes

- Bore mills - 3 awarded

- 1st step Mgt Structure
- this will assist time mgt / resources

(3) Communicate internal / external vision

Marketing - 3rd party due to not full time

- Continue to support local suppliers / Sponsorship / Employees

